Defense Intelligence Senior Level (DISL)
Position Vacancy Announcement
For the

National Geospatial-Intelligence Agency

Announcement No. HQ NGA DISL 2014-6

Opening Date: July 21, 2014   *Closing Date:* August 20, 2014

Position Title/Series: NGA Chief Enterprise Architecture/Series IP-2210-01

Number of Vacancies: 1   *Salary Range:* $120,749 - $167,000 per year

Location: National Geospatial-Intelligence Agency (NGA)
          NGA Enterprise Architecture Office
          Office of the Chief Information Officer (CIO)
          Springfield, VA or St. Louis, MO

Area of Consideration: All Sources

How to Apply: TO BE CONSIDERED FOR THIS POSITION, FOLLOW THE DIRECTIONS BELOW. To receive *FULL* consideration, e-mail, hand deliver, or mail an *original and five stapled copies* of your current application. You must identify the position vacancy announcement number. There is no application of preference but **certain information is required** to be submitted and should be included on your resume, e.g., full name, mailing address, phone numbers, e-mail address, country of citizenship, education and work experience, current salary, and highest federal civilian grade held. External applicants (if a current or former civilian government employee) should submit one copy of their most recent Notification of Personnel Action, SF-50 noting your current position, grade, and salary level. Permanently attach all components of each application package. Do not place application materials inside report covers or folders, or submit documents not specifically requested, as they will not be used in the evaluation process.

Applicants will be rated and ranked by an agency Qualifications Review Board using only the information submitted for consideration. Applicants who do not separately address and document their demonstrated experience, training, and/or education in support of the Intelligence Community (IC) Senior Officer Core Qualification (SOCQ) Standard and Technical Qualifications will be ineligible for further consideration. Failure to provide all the required information and copies could result in an ineligible rating. Incomplete applications will not be considered.

Submit your application to: National Geospatial-Intelligence Agency
                         Mail Stop S45-HDE
                         7500 GEOINT Drive
                         Springfield, VA 22150
                                 or
                         E-mail to: HDExecutiveResources@nga.mil

Complete applications must be received by the closing date. A postmark will ***NOT*** prevail. Applications will ***NOT*** be returned. Please reference announcement number shown above.

Joint Duty Credit: All NGA executive level positions require Joint Duty credit. Employees will receive joint duty credit for almost any service or rotational assignment that was at least at the GS/GG-13 or DCIPS Pay Band 3 level, and generally for at least one year, or for 179 days or more when deployed to a designated combat zone on or after September 11, 2001.
Note: Employees without Joint Duty credit may apply for the position and can be considered. If selected a waiver would be required prior to final appointment. An external candidate, if selected, will be required to provide proof of Joint Duty credit or immediately apply for Joint Duty credit prior to EOD. NGA seniors without Joint Duty at the same tier level may lateral into the position if selected without requesting a waiver.

Basic Duties and Responsibilities:
The NGA Chief Enterprise Architect works with the Agency, National System for Geospatial Intelligence (NSG) and Allied System for Geospatial Intelligence (ASG) leadership and subject matter experts to develop a compelling view of the NGA Future State Vision. This compelling view includes developing of a detailed description of the to-be enterprise architecture; anticipating future people, process and technology needs; and translating the future state vision into an integrated roadmap.

The incumbent anticipates NGA, NSG and ASG business, mission, and technical strengths, weaknesses, opportunities and threats along with the identification of alternative futures and recommendations across the people, process and technology continuum. The NGA Chief Enterprise Architecture monitors and reports on technology trends within the commercial and government sectors, evaluates technology that can drive future business value, holistically focuses on strategy and examines the way technology will serve the Agency, NSG, ASG business or create new product lines, identifies future operational capabilities, and ensures that the Agency's, NSG and ASG enterprise architecture is prepared to meet or exceed future mission and operational capabilities.

The NGA Chief Enterprise Architect leads the Office of Enterprise Architecture and geospatial-intelligence (GEOINT) Standards within the Office of the Chief Information Officer. While the incumbent will be assigned to the Office of the CIO organization, the Chief Architect will function as a Corporate Officer working directly in support of the NGA Chief Operating Officer and in direct support of Agency Corporate Governance venues to address strategic enterprise architecture issues.   The incumbent serves as the NGA representative in the following venues: 1) Serves as the Delegated Functional Manager for NSG and ASG Architecture and Standards providing leadership and governance oversight of the NSG and ASG Enterprise Architecture, GEOINT standards and information policies to enable the GEOINT mission, and 2) Serves as the NGA Information Sharing Executive (ISE), the Chief Privacy Officer and the DoD Geospatial Information Executive. The incumbent works with NGA's Chief Scientist and NGA's Chief Engineer to develop enterprise solutions that are scalable, adaptable and in synchronization with mission requirements.

The incumbent is responsible for development, communications, implementation and monitoring and controlling the NGA, NSG and ASG IT Strategic Plan. The NGA Chief Enterprise Architect executes external agency outreach with peer elements across Federal, Department of Defense (DoD), Intelligence Community (IC) and Industry. The

incumbent leads a diverse workforce of skilled personnel to include government, contractor, and military employees, and is accountable for the accomplishments of the office's responsibilities and the associated execution of the office's budget.

Intelligence Community (IC) Senior Officer Core Qualification (SOCQ) Standard - Leading the Intelligence Enterprise: Required for all positions effective 1 October 2010. This SOCQ Standard involves the ability to integrate resources, information, interests, and activities effectively in support of the IC's mission and to lead and leverage cross organizational collaborative networks to achieve significant mission results. Inherent to this Standard is a deep understanding of the intelligence enterprise (or other comparable interagency or multi-organizational environment) and a shared commitment to the IC's core values.   (Include as separate attachment **one page maximum per competency**)

(1) Collaboration and Integration:
IC Senior officers have a responsibility to share information and knowledge to achieve results, and in that regard are expected to build effective networks and alliances; actively engage these peers and stakeholders; involve them in key decision; and effectively leverage these networks and alliances to achieve significant results. Senior officers are expected to create an environment that promotes employee engagement, collaboration, integration, information and knowledge sharing, and the candid, open exchange of diverse points of view. Candidates assessed against this competency must:

- Build, leverage, and lead collaborative networks with key peers and stakeholders across the IC and/or in other government/private-sector organizations, or professional/technical disciplines to achieve significant joint/multi-agency mission outcomes
- Integrate joint/multi-agency activities effectively exercising collaborative plans that realize mutual IC, joint, or multi-organizational goals.

(2) Enterprise Focus:
IC Senior officers are expected to demonstrate a deep understanding of how the missions, structures, leaders, and cultures of the various IC components interact and connect; synthesize resources, information and other inputs to effectively integrate and align component, IC, and USG interests and activities to achieve IC-wide, national, and international priorities. Senior officers are expected to encourage and support Joint Duty assignments and developmental experiences that develop and reinforce enterprise focus among their subordinates. Candidates assessed against this competency must:

- Understand the roles, missions, capabilities, and organizational and political realities of the intelligence enterprise; apply that understanding to drive joint, interagency, or multi-organizational mission accomplishment.
- Understand how organizations, resources, information, and processes within the IC or interagency/multi-organizational environment interact with and influence one another; apply that understanding to solve complex interagency or multi-organizational problems.

(3) Values-Centered Leadership:
IC Senior officers are expected to personally embody, advance and reinforce IC core values. Senior officers are also expected to demonstrate and promote departmental and/or component core values. Candidates assessed against this competency must demonstrate:

- A **Commitment** to selfless service and excellence in support of the IC's mission, as well as to preserving, protecting, and defending the Nation's laws and liberties;
- The integrity and **Courage** (moral, intellectual, and physical) to seek and speak the truth, to innovate, and to change things for the better, regardless of personal or professional risk;
- **Collaboration** as members of a single IC-wide team, respecting and leveraging the diversity of all members of the IC, their background, their sources and methods, and their points of view.

- Promote, reinforce, and reward IC, departmental/component core values in the workforce and ensure that actions, policies, and practices are aligned with, and embody those values.
- Ensure that organizational strategies, policies, procedures, and actions give appropriate focus, attention, and commitment to diversity of people, point of view, ideas, and insights.

Position Demands: This executive level position requires extensive leadership experience with demonstrated expert skills in the competencies in strategic agility, dealing with ambiguity and composure. This position also demands extensive expertise with Information Technology; a solid understanding of all functions required to operate an organization; and demonstrated expertise in successfully delivering enterprise architecture results. **Note** that you may be required to relocate in the future, based on mission need, nature of work performed by NGA, and the needs of NGA partners worldwide.

Technical Qualification Requirements: Applicants will be rated on the "Specialized Experience" requirements and "Additional Factors" identified below which are essential for successful performance in the position. These statements should be included as separate attachments (**not to exceed 2 pages for Specialized Experience and 1 page for each Additional Factor**) and are a narrative explanation of your relevant background and experience. These statements must show that your experience, education, and accomplishments reflect the competence and professional standing required to provide expertise required by this position. Technical Qualification Statements that do not clearly address the qualification criteria will not be adequate for evaluation. (A recommended approach for addressing the Technical Qualifications is provided at the end of this vacancy announcement.)

A. *Specialized Experience:*
    a. Required: Minimum of a Bachelor's Degree in Information Technology (IT) or a technology-related discipline.
    b. Desired: Masters or PhD in Information Technology (IT) or a technology-related discipline.
    c. Training, Education and/or degrees in area of expertise. Candidates must have at least three years of specialized experience, characteristic of and as described above in the duties and responsibilities. At least one year of this experience must demonstrate that the candidate has the ability to originate, seek out, and manage complex issues at the Agency or Intelligence Community level.

B. Additional Factors: The following will be considered in determining the candidate's qualifications:

1. Extensive breadth of experience at multiple levels in leading effective change. Has the ability to accurately anticipate alternative trends and paint credible pictures and visions of the alternative futures. Demonstrated ability to create compelling strategies and plans.
2. Proven ability to build and lead diverse teams. Demonstrated ability to effectively leverage technology to enable collaboration across geographically-dispersed virtual teams.
3. Demonstrated ability to effectively communicate a compelling and inspired vision. Since this position requires a considerate level of interaction at the Agency most senior leadership levels to include the Chief Operating Officer, Deputy Director and Agency Director; the ability to effectively communicate at all levels to include the most senior levels of decision-making at the Agency, Intelligence Community, DoD, Industry and Congressional levels.

4. Solid understanding of the Intelligence Community, Department of Defense and the associated policies, programs and subordinate organizations.
5. Solid knowledge of the GEOINT discipline.

Desired Qualifications: All senior-level positions at NGA require strong leadership competency. Demonstration of established leadership competencies may be used to rank otherwise similarly qualified applicants and, therefore, all applicants are strongly encouraged to address the following competencies in their application package. (Include as separate attachment **one page maximum per competency).**

(1) Leading Change:
This core qualification involves the ability to bring about strategic change, both within and outside the organization, to meet organizational goals. Inherent to this ECQ is the ability to establish an organizational vision and to implement it in a continuously changing environment. Competencies include:

- ***Creativity and Innovation*** - Develops new insights into situations; questions conventional approaches; encourages new ideas and innovations; designs and implements new or cutting edge programs/processes.
- ***External Awareness*** - Understands and keeps up-to-date on local, national, and international policies and trends that affect the organization and shape stakeholders' views; is aware of the organization's impact on the external environment.
- ***Flexibility*** - Is open to change and new information; rapidly adapts to new information, changing conditions, or unexpected obstacles.
- ***Resilience*** - Deals effectively with pressure; remains optimistic and persistent, even under adversity. Recovers quickly from setbacks.
- ***Strategic Thinking*** - Formulates objectives and priorities, and implements plans consistent with the long-term interests of the organization in a global environment. Capitalizes on opportunities and manages risks.
- ***Vision*** - Takes a long-term view and builds a shared vision with others; acts as a catalyst for organizational change. Influences others to translate vision into action.

(2) Leading People:
This core qualification involves the ability to lead people toward meeting the organization's vision, mission, and goals. Inherent to this ECQ is the ability to provide an inclusive workplace that fosters the development of others, facilitates cooperation and teamwork, and supports constructive resolution of conflicts. Competencies include:
- ***Conflict Management*** - Encourages creative tension and differences of opinions. Anticipates and takes steps to prevent counter-productive confrontations. Manages and resolves conflicts and disagreements in a constructive manner.
- ***Leveraging Diversity*** - Fosters an inclusive workplace where diversity and individual differences are valued and leveraged to achieve the vision and mission of the organization.
- ***Developing Others*** - Develops the ability of others to perform and contribute to the organization by providing ongoing feedback and by providing opportunities to learn through formal and informal methods.
- ***Team Building*** - Inspires and fosters team commitment, spirit, pride, and trust. Facilitates cooperation and motivates team members to accomplish group goals.

(3) Results Driven:
This core qualification involves the ability to meet organizational goals and customer expectations. Inherent to this ECQ is the ability to make decisions that produce high-quality results by applying technical knowledge, analyzing problems, and calculating risks. Competencies include:

- *Accountability* - Holds self and others accountable for measurable high-quality, timely, and cost effective results. Determines objectives, sets priorities, and delegates work. Accepts responsibility for mistakes. Complies with established control systems and rules.
- *Customer Service* - Anticipates and meets the needs of both internal and external customers. Delivers high-quality products and services; is committed to continuous improvement.
- *Decisiveness* - Makes well-informed, effective, and timely decisions, even when data are limited or solutions produce unpleasant consequences; perceives the impact and implications of decisions.
- *Entrepreneurship* - Positions the organization for future success by identifying new opportunities; builds the organization by developing or improving products or services. Takes calculated risks to accomplish organizational objectives.
- *Problem Solving* – Identifies and analyzes problems; weighs relevance and accuracy of information; generates and evaluates alternative solutions; makes recommendations.
- *Technical Credibility* – Understands and appropriately applies principles, procedures, requirements, regulations, and policies related to specialized expertise.

(4) Business Acumen:
This core qualification involves the ability to manage human, financial, material, and information resources strategically. Competencies include:
- *Financial Management* – Understands the organization's financial processes. Prepares, justifies, and administers the program budget. Oversees procurement and contracting to achieve desired results. Monitors expenditures and uses cost-benefit thinking to set priorities.
- *Human Capital Management* - Builds and manages workforce based on organizational goals, budget considerations, and staffing needs. Ensures that employees are appropriately recruited, selected, appraised, and rewarded; takes action to address performance problems. Manages a multi-sector workforce and a variety of work situations.
- *Technology Management* – Keeps up-to-date on technological developments. Makes effective use of technology to achieve results. Ensures access to and security of technology systems.

(5) Building Coalitions:
This core qualification involves the ability to build coalitions internally and with other Federal agencies, State and local governments, nonprofit and private sector organizations, foreign governments, or international organizations to achieve common goals. Competencies include:
- *Partnering* - Develops networks and builds alliances; collaborates across boundaries to build strategic relationships and achieve common goals.
- *Political Savvy* – Identifies the internal and external politics that impact the work of the organization. Perceives organizational and political reality and acts accordingly.
- *Influencing/Negotiating* – Persuades others; builds consensus through give and take; gains cooperation from others to obtain information and accomplish goals.

(6) Fundamental Competencies:
These competencies are the foundation for success in each of the Executive Core Qualifications. Competencies include:
- *Interpersonal Skills* – Treats others with courtesy, sensitivity, and respect. Considers and responds appropriately to the needs and feelings of different people in different situations.
- *Oral Communication* – Makes clear and convincing oral presentations. Listens effectively; clarifies information as needed.
- *Integrity/Honesty* – Behaves in an honest, fair, and ethical manner. Shows consistency in words and actions. Models high standards of ethics.
- *Written Communication* – Writes in a clear, concise, organized, and convincing manner for the intended audience.
- *Continual Learning* – Assesses and recognizes own strengths and weaknesses; pursues self development.
- *Public Service Motivation* – Shows a commitment to serve the public. Ensures that actions meet public needs; aligns organizational objectives and practices with public interests.

Because the "*(6) Fundamental Competencies"* are cross-cutting, they can be addressed over the course of the other competencies. It is not necessary to address them separately as long as the narrative, in its totality, shows mastery of these competencies on the whole.

List of Publications: Provide a list of publications or papers you have authored with title, date, and any co-authors, and state the impact on the scientific, technical and/or intelligence community.

Evaluation Methods: Applicants will be evaluated based on job-related criteria identified under the Qualification Requirements by a screening panel of senior representatives with functional backgrounds relevant to this position. Interviews may be conducted.

Security Clearance and Access Level: This position requires access to classified Defense Department and Intelligence Community information. The individual selected must already possess, or be immediately eligible for, a TOP SECRET security clearance and access to Sensitive Compartmented Information. U.S. citizenship is required for the granting of a security clearance.

Other Requirements:
1. Applicant selected for this position is subject to the completion of a one-year DISL trial period. (Applicants selected from outside NGA may be required to complete a two-year DCIPS trial period if they have not already done so.)

2. This position is covered under the Ethics in Government Act of 1978 (P.L. 95-521). Incumbent is required to file an Executive Personnel Financial Disclosure Report (SF-278) with the NGA Office of General Counsel.

3. State the lowest pay you will accept and current total salary.

4. Provide the name, address, and telephone number of three references to substantiate your qualifications.

5. Employment is subject to requirements of the NGA Drug Testing Program.

6. You may be required to successfully complete a polygraph examination for the position you applied for and/or for any future position(s).

Other Information:
1. Permanent Change of Station (PCS). Travel/Transportation expenses are authorized.

2. Veteran's preference does not apply to the Senior Executive Service.

3. Copies of this announcement and other general information may be obtained through the NGA Websites:
NGANet -
http://www.intranet.ic.gov/hd/joomla/index.php?option=com_content&view=article&id=14&Itemid=31
NGA SBU –
http://osis.nga.mil/hd/joomla/index.php?option=com_content&view=article&id=14&Itemid=31,
or https://www1.nga.mil/Careers/CareerOpp/Pages/CareersOppVacancies.aspx   and OPM's USAJobs,
or by calling 571-557-5129/4370/3962/3932.

4. Use of postage paid Government agency envelopes to file job applications is a violation of Federal law and regulation.

The National Geospatial-Intelligence Agency is an Equal Opportunity Employer. All qualified applicants will receive consideration for appointment without regard to race, age, religion, color, national origin, sex, marital status, sexual orientation, handicap, lawful political affiliation, or any other non-merit factor. This agency provides reasonable accommodations to applicants with disabilities. If you need a reasonable accommodation for any part of the application and hiring process, please notify the agency. The decision on granting reasonable accommodation will be on a case-by-case basis.

The following approach is recommended for addressing Technical Qualifications:

Provide a brief summary of your professional experience before describing the "Specialized Experience" requirements. Provide sufficient examples of your accomplishments and explain the accomplishments in terms of the following three elements: (1) Identify specific projects and **activities** in which you participated and describe what you did; (2) Describe the **context**, or environment, within which these activities occurred, mention other individuals (by title) or groups involved; and (3) Explain the **outcomes** of your actions, these outcomes should reveal the quality and effectiveness of your contributions and demonstrate your ability to achieve results.

Your Technical Qualification Statements should include evidence of the senior scientific/technical/management experience and professional credentials needed to perform the duties of the position and contain enough examples to provide a sound basis for assessment of your qualifications.